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Asymchem Laboratories (Tianjin) Co., Ltd.

凱萊英醫藥集團（天津）股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 6821)

REPURCHASE AND CANCELLATION OF PART OF RESTRICTED A SHARES GRANTED UNDER THE 2025 A SHARE SCHEME

Reference is made to the announcements of Asymchem Laboratories (Tianjin) Co., Ltd. (the "**Company**") dated 24 January 2025, 3 April 2025 and 29 September 2025, and the circular of the Company dated 18 March 2025, in relation to, among others, the 2025 A share restricted share incentive scheme of the Company (the "**2025 A Share Scheme**") and the grant of restricted A Shares thereunder, and announcements of the Company dated 28 March 2025 and 18 June 2025, and the circular of the Company dated 19 May 2025, in relation to, among others, the 2024 Profit Distribution Plan (collectively, the "**Announcements and Circulars**"). Unless otherwise specified, capitalized terms used in this announcement shall have the same meanings as those defined in the Announcements and Circulars.

On 19 December 2025, the board of directors (the "**Board**") of the Company has considered and approved the "Proposal on the Repurchase and Cancellation of Part of the Restricted Shares under the 2025 A Share Scheme", pursuant to which a total of 33,000 restricted A Shares granted but not yet unlocked under (i) the initial grant of the 2025 A Share Scheme held by seven incentive participants who have resigned and (ii) the reserved grant of the 2025 A Share Scheme held by one incentive participant who has resigned will be repurchased and cancelled (the "**Repurchase and Cancellation**").

I. Information about the Repurchase and Cancellation

1. Reasons for the Repurchase and Cancellation

As of the date of this announcement, a total of eight incentive participants who were granted restricted A Shares under the 2025 A Share Scheme have resigned from the Company and none of them is a connected person of the Company as defined under the Listing Rules.

Pursuant to the relevant terms of the 2025 A Share Scheme, where an incentive participant leaves the Company due to resignation or redundancy, the restricted A Shares granted but not yet unlocked held by such incentive participant shall not be unlocked, but shall be repurchased and cancelled at the grant price by the Company.

2. Number of Restricted A Shares to be Repurchased and Cancelled

The total number of restricted A Shares to be repurchased and cancelled is 33,000 (comprising 31,000 restricted A Shares under the initial grant and 2,000 restricted A Shares under the reserved grant) held by seven incentive participants under the initial grant of 2025 A Share Scheme and one incentive participant under the reserved grant of 2025 A Share Scheme, respectively. Upon the completion of the Repurchase and Cancellation, (i) the total number of

incentive participants under the initial grant of the 2025 A Share Scheme would be adjusted from 561 to 554 while the total number of restricted A Shares initially granted would be adjusted from 4,273,300 to 4,242,300; and (ii) the total number of incentive participants under the reserved grant of the 2025 A Share Scheme would be adjusted from 137 to 136 while the total number of restricted A Shares reserved would be adjusted from 291,400 to 289,400.

Upon completion of the Repurchase and Cancellation, the A Share capital of the Company would be adjusted from 333,040,460 A Shares to 333,007,460 A Shares.

3. Repurchase Price and Pricing Basis

Pursuant to the relevant terms of the 2025 A Share Scheme, the repurchase price of restricted A Shares shall be adjusted according to the 2024 profit distribution plan of the Company as considered and approved at the 2024 annual general meeting of the Company held on 11 June 2025. Therefore, the repurchase price of restricted A Shares for the initial grant under the 2025 A Share Scheme is adjusted to RMB36.42 per restricted A Share, while the repurchase price of restricted A Shares for the reserved grant under the 2025 A Share Scheme is adjusted to RMB53.24 per restricted A Share.

4. Source of Funds

All funds required for the Repurchase and Cancellation (i.e. RMB1,235,500.00) are derived from our internal funds.

II. Changes in the Company's Shareholding Structure

	Immediately before the Repurchase and Cancellation		**Immediately after the Repurchase and Cancellation**	
Class of Shares	**Number of Shares issued**	**Percentage of shareholding**	**Number of Shares issued**	**Percentage of shareholding**
A Shares	333,040,460	92.36%	333,007,460	92.36%
H Shares	27,553,260	7.64%	27,553,260	7.64%
Total number of Shares	**360,593,720**	**100.00%**	**360,560,720**	**100.00%**

III. Impact of the Repurchase and Cancellation on the Company

The Repurchase and Cancellation will not affect the continued implementation of the 2025 A Share Scheme. The number of restricted A Shares of the Repurchase and Cancellation will be adjusted for annual expense amortization based on the fair value determined on the grant date. The Repurchase and Cancellation will not have any material impact on the Company's financial position and operating results, nor will it have any material impact on the Company's 2025 annual results. The Repurchase and Cancellation will not affect the Company's management team from discharging its duties diligently. The Company's management team will continue to perform its duties in an earnest manner and strive to create maximum value for the Shareholders.

IV. Opinion of the Remuneration and Examination Committee of the Company

The Remuneration and Examination Committee of the Company are of the view that, as seven incentive participants under the initial grant and one incentive participant under the reserved grant

have resigned, they no longer meet the conditions for incentive under the 2025 A Share Scheme. The Board's decision of repurchasing and cancellation of restricted A Shares granted but not yet unlocked complies with the relevant terms of the 2025 A Share Scheme as well as relevant provisions of relevant laws and regulations. The procedures performed are legal and effective.

V. Legal Opinion from the PRC Legal Advisor of the Company

DeHeng Law Offices, the PRC legal advisor of the Company, are of the view that, as of the date of the issuance of their legal opinions, the Company has completed all necessary legal procedures required at the current stage in connection with the Repurchase and Cancellation. The reasons for the Repurchase and Cancellation, the basis and methodology for the adjustment of the repurchase price, the number of Shares to be repurchased, and the source of funds for the repurchase are in compliance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Administrative Measures for the Equity Incentives of Listed Companies (《上市公司股權激勵管理辦法》), the Self-Regulatory Guidelines No. 1 for the Companies Listed on the Shenzhen Stock Exchange – Business Handling (《深圳證券交易所上市公司自律監管指南第 1 號－業務辦理》), and the relevant provisions of the 2025 A Share Scheme. As the Repurchase and Cancellation will result in a reduction of the Company's registered capital, the Company is required to obtain approval from the shareholders' meeting and complete the relevant capital reduction procedures in accordance with the Company Law of the People's Republic of China.

VI. General

The Repurchase and Cancellation is subject to the Shareholders' approval. A circular containing, among others, details of the Repurchase and Cancellation will be published on the websites of The Stock Exchange of Hong Kong Limited (www.hkexnews.hk) and the Company (www.asymchem.com) and despatched to the Shareholders (if necessary) as and when appropriate.

By order of the Board
Asymchem Laboratories (Tianjin) Co., Ltd.
Dr. Hao Hong
Chairperson of the Board, Executive Director and Chief Executive Officer

Tianjin, the PRC, 19 December 2025

As of the date of this announcement, the Board of the Company comprises Dr. Hao Hong as the Chairperson of the Board and executive Director, Ms. Yang Rui, Mr. Zhang Da and Mr. Hong Liang as executive Directors, Dr. Ye Song and Ms. Zhang Ting as non-executive Directors, and Dr. Sun Xuejiao, Dr. Hou Xinyi and Mr. Xie Weikai as independent non-executive Directors.